

FILED

FEB 27 2017

ORDINANCE NO. 2017- 06

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CONSTANCE BISCHOFF
FRANKLIN County Recorder IN
Recorded as Presented



FRANKLIN COUNTY BOARD OF COMMISSIONERS

**AN ORDINANCE AMENDING THE COUNTY OF FRANKLIN, INDIANA
SHERIFF/JAIL/E-911 PERSONNEL POLICIES HANDBOOK**

WHEREAS the County of Franklin, Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Franklin County, Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS the County of Franklin, Indiana provides Franklin County employees with information about established terms and conditions of employment and employee benefits, and

WHEREAS the Franklin County Board of Commissioners adopted the County Personnel policies on October 7, 2013; and

WHEREAS it is necessary to amend personnel policies from time-to time

**NOW, THEREFORE BE IT ORDAINED AND ESTABLISHED BY THE COUNTY OF
FRANKLIN, INDIANA BOARD OF COMMISSIONERS THAT:**

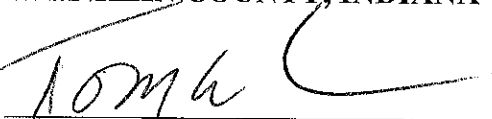
The attached County of Franklin, Indiana Leave of Absence Without Pay Policy is hereby adopted and shall be in full force and effect on and after adoption; and shall replace and supersede existing oral or written personnel policies and procedures.

EFFECTIVE DATE


This Ordinance shall be in full force and effect after its adoption by the Board of County Commissioners.

ADOPTED this 27th day of Feb. 2017.

**BOARD OF COMMISSIONERS
FRANKLIN COUNTY, INDIANA**


Tom Wilson


Tom Linkel


Eric Roberts

ATTEST:


Karla Bauman, Auditor

Audit

FRANKLIN COUNTY

March 3, 2017

LEAVE OF ABSENCE WITHOUT PAY

Full-time employees, who have exhausted all accrued paid leave and compensatory time, may be granted a leave of absence without pay not to exceed ninety (90) days. Full-time employees are eligible for such leave after completing one (1) year of service. A leave of absence should be taken for reasons which are in the best interest of the County and/or employee upon sufficient notice to the County. Part-time and temporary employees are *not* eligible for this benefit.

Such leave shall be authorized by the Supervisor and County Commissioners in advance of taking such leave.

During such leave, sick, personal, and vacation leave shall not accrue, and the employee shall not receive compensation for designated holidays. The employee's health insurance shall continue with the County with the employee paying 100% of the monthly insurance premium.

Upon return to employment, the employee will, for the purpose of accrual and eligibility for benefits, be reinstated in the position or comparable position the employee was assigned at commencement of the leave of absence.

If a leave of absence expires and the employee fails to return to work, the employee shall be considered to have voluntarily resigned.

2017-07 SALARY ORDINANCE

AMENDING SALARY ORDINANCE 2017-04

FILED

An Ordinance amending the salaries and wages for the officials and employees for various departments of the County of Franklin, Indiana for the calendar year 2017.

BE IT ORDAINED BY THE COUNCIL OF FRANKLIN COUNTY, INDIANA:

Yusef B. Bowman

Section 1

FRANKLIN COUNTY AUDITOR

The salaries and wages of the officials and employees for the various departments of the County of Franklin, Indiana, for the year 2017, shall be as follows:

90% (ninety percent) salary for 90 (ninety) days of full time employment. After 90 (ninety) days, employee receives 100% (one hundred Percent) pay. Part-time employees

moving to full time will be credited for hours of time worked against average number of hours to be worked full time in the 90 (ninety) day period for the position; no additional

probationary time shall be required except: Jail, Sheriff, 911 and Judge.

Regular part-time employees shall not work more than twenty-eight(28) hours per work week, with the exception of mandatory certification training required of the position.

Seasonal employees are allowed to work up to 40 hours per week for up to 32 weeks per year. The position included in this designation are park part-time guards, extension part-time, highway positions for seasonal mowing, and Treasure seasonal help. This does not include any other part-time help unless approved by Council. An employee working two or more seasonal or part-time jobs shall not work more than 1280 hours per year. All elected officials and department heads with part-time help will at the time of filling payroll vouchers with the Auditor; 1, verify the number of hours each part-time and seasonal employee has worked and the total hours worked for the year beginning September 1 to August 31.

Department Heads and Elected Officials may pay individuals at rates less than the stated wage, but may not exceed the amounts stated without a Salary Ordinance Amendment.

Overtime Pay Calculation

That salary rate plus Longevity must be added together while figuring the overtime rate after actual 40 hours worked. This does not apply to Comp time. Sheriff, Jail and Communications will need to add holiday pay along with longevity due to the fact that the holiday pay is not included in the salary.

Section 2

Full time employees shall receive a longevity pay (based upon last hire date) of \$60.00 per calendar year. Employee must be employed as of December 31, 2016 to receive that year benefit.

ILEA Certification stipend shall be paid bi-weekly to Sheriff department employees upon completion of the Indiana Law Enforcement Academy.

Holiday Pay is paid out at 8 hours of regular pay per holiday.

Description	Up to Annual	Up to Annual Holiday Pay	Up-to Bi-Weekly Rate(unless noted otherwise)	Hours worked	Up to Hourly Rate	FLSA Status	Job Category	Fund number			
Assessor- Section 1000											
Department 0008											
Assessor	\$32,144.24		\$1,236.32	N/A		Exempt	ELECTED	1000.11100.000.0008			
1st Deputy	\$26,195.00		\$1,007.50	32.5	\$15.50	Non-Exempt	COMOT	1000.11201.000.0008			
Longevity	\$2,820.00							1000.15802.000.0008			
Reassessment-Section 1224											
Department 0000											
2nd Deputy	\$25,350.00		\$975.00	32.5	\$15.00	Non-Exempt	COMOT	1224.11300.000.0000			
2nd Deputy	\$25,350.00		\$975.00	32.5	\$15.00	Non-Exempt	COMOT	1224.11400.000.0000			
2nd Deputy	\$25,350.00		\$975.00	32.5	\$15.00	Non-Exempt	COMOT	1224.11500.000.0000			
Level 1 Cert. for assessor office (5@) (Assessor, all 2nd deputies)	\$2,500.00		per level					1224.19000.000.0000			
level 2 Cert. for assessor office (5@) (Assessor, all 2nd deputies)	\$2,500.00		per level					1224.19050.000.0000			
level 3 certification	\$2,500.00		per level					1224.19060.000.0000			
GIS Plat Clerk	\$3,600.00		up to per hour		\$12.00			1224.10029.000.0000 (not to exceed \$300 in a month)			
Longevity	\$3,540.00							1000.15802.000.0000			
Auditor- Section 1000											
Department 0002											
Auditor	\$32,144.24		\$1,236.32	N/A		Exempt	ELECTED	1000.11100.000.0002			
Auditor (council)	\$850.00		\$32.69	32.5			ELECTED	1000.11100.000.0002			
1st Deputy	\$26,195.00		\$1,007.50	32.5	\$15.50	Non-Exempt	COMOT	1000.11200.000.0002			
Payroll Deputy	\$25,772.50		\$991.25	32.5	\$15.25	Non-Exempt	COMOT	1000.11300.000.0002			
2nd Deputy	\$25,350.00		\$975.00	32.5	\$15.00	Non-Exempt	COMOT	1000.11400.000.0002			
2nd Deputy	\$25,350.00		\$975.00	32.5	\$15.00	Non-Exempt	COMOT	1000.11500.000.0002			
Part time	\$4,200.00		Up to per hour		\$12.00	Non-Exempt	COMOT	1000.10010.000.0002			
Longevity	\$1,860.00							1000.15802.000.0002			
Board of Commissioner-Section 1000											
Department 0068											
Secretary	\$26,195.00		\$1,007.50	32.5	\$15.50	Non-Exempt	COMOT	1000.12924.000.0068			
Commissioner 1	\$17,383.00		\$668.56	N/A		Exempt	Elected	1000.11102.000.0068			
Commissioner 2	\$17,383.00		\$668.56	N/A		Exempt	Elected	1000.11102.000.0068			
Commissioner 3	\$17,383.00		\$668.56	N/A		Exempt	Elected	1000.11102.000.0068			
Soil & Water Secretary	\$25,350.00		\$975.00	N/A	\$15.00	Non-Exempt	COMOT	1000.12923.000.0068			

Description	Up to Annual	Up to Annual Holiday Pay	Up- to Bi- Weekly Rate(unless noted otherwise)	Hours worked	Up to Hourly Rate	FLSA Status	Job Category	Fund number			
County Commissioner Attorney	\$10,000.00		\$384.62	N/A		Exempt	PAT	1000.13800.000.0068			
Council 1	\$4,466.00		\$171.77	N/A		Exempt	Elected	1000.14301.000.0068			
Council 2	\$4,466.00		\$171.77	N/A		Exempt	Elected	1000.14301.000.0068			
Council 3	\$4,466.00		\$171.77	N/A		Exempt	Elected	1000.14301.000.0068			
Council 4	\$4,466.00		\$171.77	N/A		Exempt	Elected	1000.14301.000.0068			
Council -At Large	\$4,466.00		\$171.77	N/A		Exempt	Elected	1000.14301.000.0068			
Council -At Large	\$4,466.00		\$171.77	N/A		Exempt	Elected	1000.14301.000.0068			
Council -At Large	\$4,466.00		\$171.77	N/A		Exempt	Elected	1000.14301.000.0068			
PTABOA	\$1,000.00		up to per hour	N/A		Exempt		1000.15160.000.0068			
Part-time Maintenance	\$11,000.00		up to per hour	P/T	\$12.00	Non-Exempt		1000.10024.000.0068			
Longevity	\$840.00							1000.15802.000.0068			
Court House-Section1000											
Department-0161											
Custodian	\$25,350.00		\$975.00	32.5	\$15.00	Non-Exempt	LTC	1000.12949.000.0161			
Longevity	\$600.00							1000.15802.000.0161			
Circuit Court- Section 1000											
Department-0232											
Circuit Court- Court Reporter	\$27,050.89		\$1,040.43	32.5	\$16.01	Non-Exempt	COMOT	1000.15901.000.0232			
Assistant Court Reporter	\$26,597.69		\$1,022.99	32.5	\$15.74	Non-Exempt	COMOT	1000.12930.000.0232			
Court Reporter	\$30,966.95		\$1,191.04	32.5	\$18.32	Non-Exempt	COMOT	1000.15900.000.0232			
Longevity	\$4,380.00							1000.15802.000.0232			
Adult Supplemental- Section 2101											
Department 0000											
Part time help	\$20,000.00				\$12.00	Non-Exempt		2101.10011.000.0000			
Court Reporter	\$22,942.22		\$882.39	32.5	\$13.58	Non-Exempt	COMOT	2101.15900.000.0000			
Secretary	\$20,870.89		\$802.73	32.5	\$12.35	Non-Exempt	COMOT	2101.12922.000.0000			
Probation Section 1000											
Department 0235											
Chief Probation Officer	\$65,904.00		\$2,534.77	32.5		Exempt	SO	1000.16200.000.0235			
See Attached Salary schedule											
Probation Officer	\$45,759.00		\$1,759.97	32.5			SO	1000.16500.000.0235			
* Probation Officer	\$26,744.34		\$1,273.54	32.5			SO	2101.16300.000.0000			
See Attached Salary schedule											
Clerk- Section 1000											
Department 0001											
Clerk	\$32,144.24		\$1,236.32	N/A		Exempt	ELECTED	1000.11100.000.0001			

Description	Up to Annual	Up to Annual Holiday Pay	Up-to Bi-Weekly Rate(unless noted otherwise)	Hours worked	Up to Hourly Rate	FLSA Status	Job Category	Fund number			
Civil Defense Director	18816.04		723.69	N/A				1000.11150.000.0302			
Deputy Director	\$600.00		up to per year	N/A				1000.17200.000.0302			
Communications Officer	\$300.00		up to per year	N/A				1000.17300.000.0302			
Training Officer	\$300.00		up to per year	N/A				1000.17400.000.0302			
Radiological Officer	\$300.00		up to per year	N/A				1000.17500.000.0302			
Information Officer	\$300.00		up to per year	N/A				1000.17600.000.0302			
Resource Officer	\$300.00		up to per year	N/A				1000.17700.000.0302			
Inventory Officer	\$300.00		up to per year	N/A				1000.17800.000.0302			
Utilities Officer	\$300.00		up to per year	N/A				1000.17901.000.0302			
EOC Coordinator	\$300.00		up to per year	N/A				1000.18050.000.0302			
Grant Officer	\$300.00		up to per year	N/A				1000.18150.000.0302			
Extension Service -Section 1000											
Department 0011											
1st clerical	\$26,195.00		\$1,007.50	32.5	\$15.50	Non-Exempt	COMOT	1000.12650.000.0011			
Program Assistant	\$4,000.00		up to per year	P/T		Non-Exempt	COMOT	1000.13700.000.0011			
Part time	\$10,000.00		up to per hour	P/T	\$12.00			1000.10010.000.0011			
Longevity	\$540.00							1000.15802.000.0011			
Health -Section 1159											
Department 0000											
Health Officer	\$8,100.00		\$311.54	N/A		Exempt	PAT	1159.11107.000.0000			
Health Secretary	\$25,549.99		\$982.69	32.5	\$15.12	Non-Exempt	COMOT	1159.12929.000.0000-16,541.99 (1168.12922.000.0000-9,008.00)			
Health Board Member	\$300.00		\$50 a meeting	N/A				1159.13900.000.0000			
Health Board Member	\$300.00		\$50 a meeting	N/A				1159.13900.000.0000			
Health Board Member	\$300.00		\$50 a meeting	N/A				1159.13900.000.0000			
Health Board Member	\$300.00		\$50 a meeting	N/A				1159.13900.000.0000			
Health Board Member	\$300.00		\$50 a meeting	N/A				1159.13900.000.0000			
Supervisor Nurse	\$40,349.22		\$1,551.89	32.5	\$23.88	Exempt	PAT	1159.16700.000.0000			
Staff Nurse	\$37,599.12		\$1,446.12	32.5	\$22.25	Exempt	PAT	1159.16800.000.0000			
Sanitarian #1	\$26,195.00		\$1,007.49	32.5	\$15.50	Non-Exempt	PAT	1159.12325.000.0000-20,195.00 (1168.12325.000.0000-6,000.00)			
Attorney	\$4,000.00			N/A		Exempt	PAT				
Sanitarian #2	\$21,970.00		\$845.00	32.5	\$13.00			1168.12326.000.0000			
Longevity	\$3,780.00							1156.15802.000.0000			
Longevity	\$360.00							1168.15802.000.0000			

Description	Up to Annual	Up to Annual Holiday Pay	Up-to Bi-Weekly Rate(unless noted otherwise)	Hours worked	Up to Hourly Rate	FLSA Status	Job Category	Fund number			
Highway-Section 1176											
Department 0530 Administration											
Highway Secretary	\$28,080.00		\$1,080.00	36	\$15.00	Non-Exempt	COMOT	1176.12927.000.0530			
Administrative Secretary	\$28,548.00		\$1,098.00	36	\$15.25	Non-Exempt	COMOT	1176.12928.000.0530			
Highway Engineer Full-time	50654.37+		\$1,948.24	32.5		Exempt	PAT	1176.00070.000.0530			
Longevity	\$3,720.00							1176.15802.000.0530			
Department 0531Maintenance & Repair											
Road Foreman-District 1	\$35,360.00		\$1,360.00	40	\$17.00	Non-Exempt	LTC	1176.18125.000.0531			
Equipment Operators	\$32,782.66		\$1,260.80	40	\$15.76	Non-Exempt	LTC	1176.17900.000.0531			
Truck Driver	\$32,093.15		\$1,234.35	40	\$15.43	Non-Exempt	LTC	1176.17850.000.0531			
Truck Driver	\$32,093.15		\$1,234.35	40	\$15.43	Non-Exempt	LTC	1176.17850.000.0531			
Truck Driver	\$32,093.15		\$1,234.35	40	\$15.43	Non-Exempt	LTC	1176.17850.000.0531			
Truck Driver	\$32,093.15		\$1,234.35	40	\$15.43	Non-Exempt	LTC	1176.17850.000.0531			
Road Foreman-District 2	\$35,360.00		\$1,360.00	40	\$17.00	Non-Exempt	LTC	1176.17850.000.0531			
Equipment Operators	\$32,782.66		\$1,260.80	40	\$15.76	Non-Exempt	LTC	1176.17850.000.0531			
Truck Driver	\$32,093.15		\$1,234.35	40	\$15.43	Non-Exempt	LTC	1176.17850.000.0531			
Truck Driver	\$32,093.15		\$1,234.35	40	\$15.43	Non-Exempt	LTC	1176.17850.000.0531			
Truck Driver	\$32,093.15		\$1,234.35	40	\$15.43	Non-Exempt	LTC	1176.17850.000.0531			
Truck Driver	\$32,093.15		\$1,234.35	40	\$15.43	Non-Exempt	LTC	1176.17850.000.0531			
Road Foreman-District 3	\$35,360.00		\$1,360.00	40	\$17.00	Non-Exempt	LTC	1176.17850.000.0531			
Equipment Operators	\$32,782.66		\$1,260.80	40	\$15.76	Non-Exempt	LTC	1176.17850.000.0531			
Equipment Operators	\$32,782.66		\$1,260.80	40	\$15.76	Non-Exempt	LTC	1176.17850.000.0531			
Truck Driver	\$32,093.15		\$1,234.35	40	\$15.43	Non-Exempt	LTC	1176.17850.000.0531			
Truck Driver	\$32,093.15		\$1,234.35	40	\$15.43	Non-Exempt	LTC	1176.17850.000.0531			
Truck Driver	\$32,093.15		\$1,234.35	40	\$15.43	Non-Exempt	LTC	1176.17850.000.0531			
Temporary Equipment Operator	\$500.00		up to per year	N/A		Non-Exempt	LTC	1176.18550.000.0531			
Overtime/Comp	\$25,000.00		up to per year	N/A				1176.19800-000-0531			
Extra P/T Help	\$10,000.00		up to per hour	P/T	\$12.00	Non-Exempt		1176.10011.000.0531			
Longevity	\$6,720.00							1176.15802.000.0531			
Department 0533 General Undistributed											
Garage Mechanic #1	\$33,629.03		\$1,293.42		\$16.17	Non-Exempt		1176.10014.000.0533			
Garage Mechanic #2	\$32,093.15		\$1,234.35		\$15.43	Non-Exempt		1176.10016.000.0533			
Longevity	\$1,140.00							1176.15802.000.0533			
Park & Recreation- Section 1219											
Department 0000											
Park Superintendent	\$29,139.73		\$1,120.76	32.5	\$17.24	Exempt	LTC	1219.11160.000.0000			

[illegible]

Description	Up to Annual	Up to Annual Holiday Pay	Up- to Bi- Weekly Rate(unless noted otherwise)	Hours worked	Up to Hourly Rate	FLSA Status	Job Category	Fund number			
Department 0000											
Community Service Coordinator	\$11,000.00				\$125.00			2502.11600.000.0000 Up to per Saturday			
Victim Assistant Coordinator	\$7,500.00		288.47					2502.11610.000.0000 Bi-Weekly			
Part time	\$6,000.00		up to per hour	P/T	\$12.00			2502.10011.000.0000			
Prosecuting Attorney Section 1000											
Department 0009											
Clerical	\$25,953.41		\$998.21	32.5	\$15.36	Non-Exempt	COMOT	1000.12500.000.0009			
Assistant Clerical	\$25,953.41		\$998.21	32.5	\$15.36	Non-Exempt	COMOT	1000.12901.000.0009			
Secretary	\$25,350.00		\$975.00	32.5	\$15.00	Non-Exempt	COMOT	1000.12922.000.0009			
Longevity	\$4,500.00							1000.15802.000.0009			
Prosecuting Attorney IV-D- Section 1000											
Department 9601											
Prosecuting Attorney	\$30,000.00		\$1,153.85	N/A		Exempt	PAT	1000.13801.000.9601			
Clerical	\$25,953.41		\$998.21	32.5	\$15.36	Non-Exempt	COMOT	1000.12500.000.9601			
Asst. Clerical	\$25,350.00		\$975.00	32.5	\$15.00	Non-Exempt	COMOT	1000.12901.000.9601-15,350 (8897.12900.000.0000-10,000)			
Part time help	\$14,500.00		up to per hour	P/T	\$12.00			1000.10010.000.9601-5,000 (8895.10100.000.9601-9,500)			
Longevity	\$2,280.00							1000.15802.000.09601			
Recorder- Section 1000											
Department 004											
Recorder	\$32,144.24		\$1,236.32	N/A		Exempt	ELECTED	1000.11100.000.0004			
1st Deputy	\$26,195.00		\$1,007.50	32.5	\$15.50	Non-Exempt	COMOT	1000.11201.000.0004			
Longevity	\$960.00							1000.15802.000.0004			
Recorder Perpetuation- Section 1189											
Department 0000											
Part time			up to per hour	P/T	\$12.00	Non-Exempt	COMOT	1189.5000.000.0000			
Small Animal Control-Section1000											
Department 0626											
SAC Officer	\$31,200.00		\$1,200.00	40	\$15.00	Non-Exempt	POLE	1000.12850.000.0626			
SAC part time	\$5,000.00	P/T	up to per hour	P/T	\$12.00			1000.10012.000.0626			
SAC Overtime	\$5,000.00							1000.19800.000.0626			
Survivor-Section1000											
Department- 0006											
Survivor-Registered	\$38,795.98		\$1,492.15	N/A		Exempt	Elected	1000.11100.000.0006			
Part time	\$12,500.00		up to per hour	P/T	\$12.00			1000.10010.000.0006			

Description	Up to Annual	Up to Annual Holiday Pay	Up- to Bi- Weekly Rate(unless noted otherwise)	Hours worked	Up to Hourly Rate	FISA Status	Job Category	Fund number		
Surveyor -Unregistered	\$25,863.99			N/A						
Surveyors Coroner Perpetuation- Section 1202										
Department 0000										
Part time	\$2,000.00			P/T	\$12.00			1202.10011.000.0000		
County Surveyor	\$2,000.00		up to per year	N/A		Exempt	Elected	1202.11100.000.0000		
Treasurer- Section1000										
Department 0003										
Treasurer	\$32,144.24		\$1,236.32	N/A		Exempt	Elected	1000.11100.000.0003		
1st Deputy	\$26,195.00		\$1,007.50	32.5	\$15.50	Non-Exempt	COMOT	1000.11201.000.0003		
Part time	\$6,000.00		up to per hour	P/T	\$12.00	Non-Exempt		1000.10010.000.0003		
Longevity	\$780.00							1000.15802.000.0003		
Transfer Station- Section 1000										
Department0503										
Custodian	\$26,195.00		\$1,007.50	32.5	\$15.50	Non-Exempt	LTC	1000.12949.000.0503		
Extra Help	\$6,000.00		up to per hour	P/T	\$12.00			1000.10011.000.0503		
Longevity	\$1,500.00							1000.15802.000.0503		
Veteran Service Officer-Section 1000										
Department 0012										
Veteran Officer	\$15,800.00		\$607.69	N/A		Exempt	PAT	1000.11103.000.0012		
Waste Management -Section4013										
Department 0000										
Part time Help	\$5,000.00		up to per hour	P/T	\$12.00			4013.10010.000.0000		
Public Safety -Section 1170										
Department 0303- Communications										
Dispatcher	\$32,760.00	\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.14550.000.0303		
Dispatcher	\$32,760.00	\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.14550.000.0303		
Dispatcher	\$32,760.00	\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.14550.000.0303		
Dispatcher	\$32,760.00	\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.14550.000.0303		
Dispatcher	\$32,760.00	\$1,260.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.14550.000.0303		
Dispatcher	\$32,760.00	\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.14550.000.0303		
Dispatcher	\$32,760.00	\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.14550.000.0303		
Overtime/Comp	\$5,000.00							1170.19800.000.0303		
Longevity	\$840.00							1170.15802.000.0303		
E911 Landline-Section1222										
Department 0000										
Dispatcher	\$32,760.00	\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1222.14550.000.0000 (40 Hours) 1222.10050.000.0000(holiday pay)		

Description	Up to Annual	Up to Annual Holiday Pay	Up- to Bi- Weekly Rate(unless noted otherwise)	Hours Worked	Up to Hourly Rate	FLSA Status	Job Category	Fund number			
Dispatcher	\$32,760.00	\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1222.14550.000.0000 (40 Hours) 1222.10050.000.0000(holiday pay)			
Dispatcher	\$32,760.00	\$1,260.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1222.14550.000.0000 (40 Hours) 1222.10050.000.0000(holiday pay)			
Part time	\$25,000.00		up to per hour	P/T	\$13.00	Non-Exempt		1222.10011.000.0000			
Communication Asst. Supervisor	\$33,800.00	\$1,690.00	\$1,300.00	40	\$16.25	Non-Exempt		1222.14700.000.0000 (1222.10049.000.0000- holiday pay)			
Overtime/Comp	\$5,000.00		up to per year					1222.19800.000.0000			
Longevity	\$2,040.00							1222.15802.000.0000			

Description	Up to Annual	ILEA Certification(\$250 paid bi-weekly)	Up to Holiday Pay-per holiday	Up to Bi-Weekly Rate(unless noted otherwise)	Hours worked	Up to Hourly Rate	FLSA Status	Job Category	Fund number
Department 0380-Jail									
Jail Cook	\$27,037.50			\$1,039.90	40	\$13.00	Non-Exempt	LTC	1170.11001.000.0380
Part time Jail Cook	\$25,825.19					\$11.08	Non-Exempt	LTC	1170.10027.000.0380
Part time Jailer	\$11,000.00					\$11.08	Non-Exempt	POLE	1170.10025.000.0380
Overtime/Comp	\$2,000.00								1170.19800.000.0380
Matron	\$41,860.00			\$1,610.00	40	\$20.13	Excluded	SO	1170.11105.000.0380
Assistant Clerical	\$28,470.00			\$1,095.00	36.5	\$15.00	Non-Exempt	COMOT	1170.12900.000.0380
Clerical	\$28,470.00			\$1,095.00	36.5	\$15.00	Non-Exempt	COMOT	1170.12500.000.0380
Jailer- Corporal	\$33,510.00		\$1,675.50	\$1,288.85	40	\$16.11	Non-Exempt	POLE	1170.15700.000.0380-holiday pay
Jailer- Corporal	\$33,510.00		\$1,675.50	\$1,288.85	40	\$16.11	Non-Exempt	POLE	1170.10052.000-0380-holiday pay
Jailer- Corporal	\$33,510.00		\$1,675.50	\$1,288.85	40	\$16.11	Non-Exempt	POLE	1170.15700.000.0380-holiday pay
Jailer- Corporal	\$33,510.00		\$1,675.50	\$1,288.85	40	\$16.11	Non-Exempt	POLE	1170.10052.000-0380-holiday pay
Jailer	\$32,760.00		\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.15701.000.0380-holiday pay
Jailer	\$32,760.00		\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.10052.000-0380-holiday pay
Jailer	\$32,760.00		\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.15701.000.0380-holiday pay
Jailer	\$32,760.00		\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.10052.000-0380-holiday pay
Jailer	\$32,760.00		\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.15701.000.0380-holiday pay
Jailer	\$32,760.00		\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.10052.000-0380-holiday pay
Jailer	\$32,760.00		\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.15701.000.0380-holiday pay
Jailer	\$32,760.00		\$1,638.00	\$1,260.00	40	\$15.75	Non-Exempt	POLE	1170.10052.000-0380-holiday pay
Assistant Custodian	\$25,350.00			\$975.00	32.5	\$15.00	Non-Exempt	LTC	1170.17000.000.0380 (32.5 hours)
Jail Commander	\$35,360.00			\$1,360.00	40	\$17.00	Non-Exempt	POLE	1170.10054.000.0380
Longevity	\$6,360.00								1170.15802.000.0380
Operation Pullover-Section8102									
Personal Services									8102.10000.000.0000

Deputies will be paid rate as shown in Sheriff Section

Description	Up to Annual	ILEA Certification(\$250 paid bi-weekly)	Up to Holiday Pay-per holiday	Up to Bi-Weekly Rate(unless noted otherwise)	Hours worked	Up to Hourly Rate	FLSA Status	Job Category	Fund number
Stayin Alive- Section 8104									
Personal Services			Deputies will be paid rate as shown in Sheriff Section						8104.10000.000.0000
Sheriff -Section 1000									
Department 0005									
Deputy overtime	\$20,000.00								
Sheriff-Section 1000	\$85,401.00			\$3,284.65	40		Exempt	POLE	1000.19800.000.0005 1000.11100.000.0005
Chief Deputy/Major	\$42,360.00	\$6,500.00	\$2,118.00	\$1,629.23	40	\$20.37	Non-Exempt	POLE	1000.11816.000.0005 (1000.10041.000.0005- holiday pay)
Deputy-Captain	\$39,860.00	\$6,500.00	\$1,993.00	\$1,532.80	40	\$19.16	Non-Exempt	POLE	1000.11811.000.0005 (1000.10039.000.0005- holiday pay)
Deputy-Lieutenant	\$38,360.00	\$6,500.00	\$1,918.00	\$1,475.38	40	\$18.44	Non-Exempt	POLE	1000.11809.000.0005 (1000.10038.000.0005- holiday pay)
Deputy-Sergeant	\$36,860.00	\$6,500.00	\$1,843.00	\$1,417.69	40	\$17.72	Non-Exempt	POLE	1000.11807.000.0005 (1000.11801.000.0005- holiday pay)
Deputy	\$35,360.00	\$6,500.00	\$1,768.00	\$1,360.00	40	\$17.00	Non-Exempt	POLE	1000.11805.000.0005 (1000.10034.000.0005- holiday pay)
Deputy	\$35,360.00	\$6,500.00	\$1,768.00	\$1,360.00	40	\$17.00	Non-Exempt	POLE	1000.11805.000.0005 (1000.10034.000.0005- holiday pay)
Deputy	\$35,360.00	\$6,500.00	\$1,768.00	\$1,360.00	40	\$17.00	Non-Exempt	POLE	1000.11805.000.0005 (1000.10034.000.0005- holiday pay)
Deputy	\$35,360.00	\$6,500.00	\$1,768.00	\$1,360.00	40	\$17.00	Non-Exempt	POLE	1000.11805.000.0005 (1000.10034.000.0005- holiday pay)
Deputy	\$35,360.00	\$6,500.00	\$1,768.00	\$1,360.00	40	\$17.00	Non-Exempt	POLE	1000.11805.000.0005 (1000.10034.000.0005- holiday pay)
School Resource Officer	\$35,360.00	\$6,500.00	\$1,768.00	\$1,360.00	40	\$17.00	Non-Exempt	POLE	1000.11801.000.0005 9126.11801.000.0000

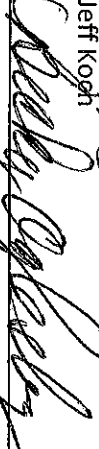
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AYE


NAY


Jeff Koch


Jeff Koch


Becky Oglesby

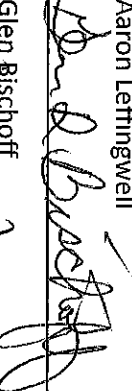
Becky Oglesby


Joe Sizemore

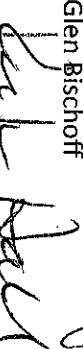
Joe Sizemore


Aaron Leftingwell

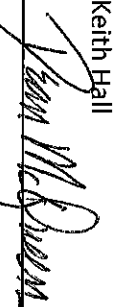
Aaron Leftingwell


Glen Bischoff

Glen Bischoff


Keith Hall

Keith Hall


Dean McQueen

Dean McQueen


Karla J. Bauman, Auditor

Approved this 21st day of March 2017

2017-07 SALARY ORDINANCE AMENDMENT 1

Be it ordained that on the 25th of April, 2017, the Franklin County Council amended the 2017 Salary Ordinance and established the following additional positions, salaries, wages and removals for calendar year 2017.

2017001131 ORD1 \$0.00
04/26/2017 09:59:53A 1 PGS
CONSTANCE BISCHOFF
FRANKLIN County Recorder IN
Recorded as Presented

DESCRIPTION	UP TO BI-WEEKLY	UP TO HOURLY RATE	UP TO ANNUAL SALARY	FUND
GIS Plat Clerk	UP TO PER HOUR	\$12.00	\$3,600.00	1224.10029.000.0000 (not to Exceed \$300 in a month)
Assessor would like the wording "not to exceed \$300 in a month" removed from the salary ordinance				
County Commissioner	\$384.62		\$10,000.00	1000.13800.000.0068
Attorney				
Commissioners want this removed completely from the salary ordinance				
Highway Part Time	UP TO PER HOUR	\$12.00	\$15,878.00	1176.10010.000.0530

Highway is transferring money from secretary to part time

Becky Oglesby
Becky Oglesby

Aaron Leffingwell

Glen Bishcoff
Glen Bishcoff

Keith Hall
Keith Hall

Joe Sizemore
Joe Sizemore

Jeff Koch
Jeff Koch

Dean McQueen
Dean McQueen

FILED

APR 25 2017

Karla J. Bauman
FRANKLIN COUNTY AUDITOR

ATTEST:
Karla J. Bauman
Karla J. Bauman, Franklin County Auditor

FILED

2017-07 SALARY ORDINANCE AMENDMENT 2

Be it ordained that on the 1st day of May, 2017, the Franklin County Council amended the 2017 Salary Ordinance and established the following additional positions, salaries, wages, changes or removals for calendar year 2017.

DESCRIPTION	MAY 1 2017		UP TO BI-WEEKLY	UP TO HOURLY RATE	UP TO ANNUAL SALARY	FUND
	UP TO BI-WEEKLY	UP TO HOURLY RATE				
Probation Officer FRANKLIN COUNTY AUDITOR	\$1273.54	\$19.59	\$33,112.00	1000-16300-000-0235		
Court Reporter	\$882.39	\$13.58	\$22,942.22	1000-15902-000-0232		
Support Staff	\$802.73	\$12.35	\$20,870.89	1000-12922-000-0235		

These three positions are being paid out of County General instead of Adult Supplemental Probation per the 2017 Salary Ordinance.

The following positions will be removed from the 2017 Salary Ordinance:

Probation Officer 2101-16300-000-0000
Secretary 2101-12922-000-0000
Court Reporter 2101-15900-000-0000

Absent

Becky Oglesby

Glen Bischoff

Joe Sizemore

Dean McQueen

Absent

Aaron Leffingwell

Keith Hall

ATTEST:

Karla J. Bauman, Franklin County Auditor

FILED

2017-07 SALARY ORDINANCE AMENDMENT 3

2017002375 ORD1 \$0.00
08/23/2017 10:15:09A 1 PGS
CONSTANCE BISCHOFF
FRANKLIN County Recorder IN
Recorded as Presented

Be it Ordained that on the 22nd day of August, 2017, the Franklin County Council amended the 2017 Salary Ordinance and established the following changes for calendar year 2017.

Karla J. Bauman

FRANKLIN COUNTY AUDITOR

FUND

Overtime \$5,000.00 1222-19800-000-0000

The overtime is now coming out of Fund 1222 and not Fund 1170 due to not having any money to use for overtime in that fund.

Probation Officer \$39,651.00 1000-16500-000-0235

New probation officer was hired so annual amount of his pay changes due to years served as a Probation Officer.

Absent

Becky Oglesby

Glen R. Bischoff
Glen Bischoff

Absent

Joe Sizemore

Dean McQueen
Dean McQueen

Absent

Aaron Leffingwell

Keith Hall
Keith Hall

Jeff Koch
Jeff Koch

ATTEST:

Karla J. Bauman
Karla J. Bauman, Franklin County Auditor

FILED ORDINANCE 2017- 09
ESTABLISHING PROCESSING FEE
FOR MOBILE HOME TRANSFERS AND MOVING PERMITS
MAY 2 2017 PREPARED BY THE FRANKLIN COUNTY TREASURER

2017-08(a)

WHEREAS the policy of the State is to grant local government all powers that they need for the effective operation of government as to local affairs, as stated in I.C. 36-1-3-2; and
WHEREAS, the County has all the powers necessary or desirable in the conduct of its affairs even though not granted by statute; and
WHEREAS, many persons are requesting the Franklin County Treasurer to issue permits for moving or transfer of title of mobile homes as required by I.C. 6-1.1-7-10; and
WHEREAS, each such request requires the expenditure of much time and labor by the Treasurer's Office and such requests have become uncompensated burden upon the Treasurer's Office; and
WHEREAS, many counties charge a fee for similar services; and
WHEREAS, it is in the best interest of the residents of Franklin County that a charge should be made for such services; and
WHEREAS, after study and research it has been determined that the fee should be \$10.00 for each mobile home moving permit or transfer of title permit issued by the Treasurer; and
WHEREAS, this ordinance does not rescind or conflict with any previous ordinance, state statute or Federal Law whereby any fee has been established for such service.
NOW, THEREFORE, BE IT ORDAINED, that effective as of this 2nd day of May, 2017 a fee of \$10.00 shall be charged by the Franklin County Treasurer for each mobile home moving permit or transfer of title permit issued by the Treasurer; and
BE IT FURTHER ORDAINED, that the County Treasurer shall post the fee set forth in this Ordinance in a prominent place within the Treasurer's Office where the fee schedule is readily accessible to the public; and
BE IT FURTHER ORDAINED, that such fee shall be paid at, or prior to, the time of the request in cash or by check or by money order made payable and delivered to the Treasurer of Franklin County. The sum of \$10.00 of each such fee collected shall be deposited in to the Treasurer Non-Reverting Fund from Franklin County Treasurer Report of Collections.

This ordinance shall be effective on this day 2nd of May 2017

Members voting "NO":

Tom Wilson, President

Tom Linkel, Commissioner

Eric Roberts, Commissioner

Members voting "YES":

Thomas E. Wilson
Tom Wilson, President

Tom Linkel
Tom Linkel, Commissioner

E. Roberts
Eric Roberts, Commissioner

Attested By:

Karla J. Bauman
Karla Bauman, Franklin County Auditor

Auditor

FILED

APR - 4 2017 Franklin County Fair Housing Ordinance

2017-08(b)

Heidi J. Bauman

FRANKLIN COUNTY AUDITOR

GENERAL ORDINANCE # 2017-08

WHEREAS, in accordance with the Civil Rights Act of 1968, as amended, the Housing and Community Development Act of 1974, as amended, and Indiana Code 22-9.5-1, et. Seq., the following provisions are necessary and appropriate to prevent discrimination in the area of housing because of race, color, religion, sex, handicap, familial status or national origin:

NOW, THEREFORE, BE IT ORDAINED BY THE COUNTY COMMISSIONERS OF
THE County of Franklin, Indiana, AS FOLLOWS:

Section 1 Policy Statement

It shall be the policy of the County of Franklin to provide, within constitutional limitation, for fair housing throughout its corporate limits as provided for under the federal Civil Rights Act of 1968, as amended, the federal Housing and Community Development Act of 1974, as amended, and Indiana Code 22-9.5-1 et. seq.

Section 2 Definitions

The definitions set forth in this Section shall apply throughout this Ordinance:

- A. Dwelling means any building, structure, or part of a building or structure that is occupied as, or designed or intended for occupancy as, a residence by one (1) or more families; or any vacant land which is offered for sale or lease for the construction or location of a building, structure, or part of a building or structure that is occupied as, or designed or intended for occupancy as a residence by one (1) or more families (I.C. 22-9.5-2-8).
- B. Family includes a single individual (I.C. 22-9.5-2-9), with the status of such family being further defined in subsection (H) of this Section.
- C. Person (I.C. 22-9.5-2-11), includes one (1) or more individuals, corporations, partnerships, associations, labor organizations, legal representatives, mutual companies, joint-stock companies, trusts, non-incorporated organizations, trustees, trustees in cases under Title 11 of the United States Code, receivers, and fiduciaries.
- D. To Rent (I.C. 22-9.5-2-13), includes to lease, to sublease, to let and otherwise to grant for a consideration the rights to occupy the premises owned by the occupant.
- E. Discriminatory Housing Practice means an act that is unlawful under Sections

4,5,6,7 or 8 of this Ordinance or I.C. 22-9.5-5.

F. Handicap means, with respect to a person:

1. a physical or mental impairment which substantially limits one or more of such person's major life activities.
2. a record of having such an impairment, or
3. being regarded as having such an impairment,
4. an impairment described or defined pursuant to the federal Americans with Disabilities Act of 1990.
5. Any other impairment defined in 910 IAC 2-3.

The term 'Handicap' shall not include current illegal use of or addictions to a controlled substance as defined in Section 802 of Title 21 of the United States Code 910 IAC 2-3-2(14); nor does the term 'Handicap' include an individual solely because that individual is a transvestite 910 IAC 2-3-2(14).

G. An Aggrieved Person includes any person who (I.C. 22-9.5-2-2):

1. claims to have been injured by a discriminatory housing practice; or
2. believes that such person will be injured by a discriminatory housing practice that is about to occur.

H. Familial Status means one or more individuals who have not attained the age of 18 years being domiciled with a parent or another person having legal custody of such individual or the written permission of such parent or other person.

The protections afforded against discrimination on the basis of familial status shall apply to any person who is pregnant or is in the process of securing legal custody of any individual who has not attained the age of 18 years.

I. Commission (I.C. 22-9.5-2-3) means the Indiana Civil Rights Commission created pursuant to I.C. 22-9-1-4, et. Seq.

J. Complainant (I.C. 22-9.5-2-4) means a person, including the Commission, who files a complaint under I.C. 22-9.5-6.

Section 3 *Unlawful Practice*

Subject to the provisions of subsection (B) of this Section, Section 9 of this Ordinance and Title 22-9.5-3 of Indiana Code, the prohibitions against discrimination in the sale or rental of housing set forth Title 22-9.5-5-1 of Indiana Code and in Section 4 of this Ordinance shall apply to:

- A. All dwellings except as exempted by subsection (B) and Title 22-9.5-3 of Indiana Code.

B. Other than the provisions of subsection (C) of this Section, nothing in Section 4 shall apply to:

1. Any single-family house sold or rented by an owner where the private individual owner does not own more than three such single-family houses at any one time; provided that in the sale of such single family house by a private individual owner not residing in the house at the time of sale or exemption shall apply only to one such sale within any twenty-four (24) month period. The private individual owner may not own any interest in, nor have owned or reserved on his behalf, title to or any right to all or a portion of the proceeds from the sale or rental of more than three such single-family houses at any one time. The sale or rental of any such single family house shall be exempted from application of this section only if such house is sold or rented:
 - a. without the use in any manner of the sales or rental facilities or services of any real estate broker, agent or salesman, or any person in the business of selling or renting dwellings, or of any employee or agent of any such broker, agent or salesman, or person and
 - b. without the publication, posting or mailing, after notice of advertisement or written notice in violation of Section 4(C) of this Ordinance, but noting in this provision shall prohibit the use of attorneys, escrow agents, abstracters, title companies and other such professional assistance as necessary to perfect or transfer this title, or
2. Rooms or units in dwellings containing living quarters occupied or intended to be occupied by no more than four families living independently of each other, if the owner actually maintains and occupies one of such living quarters as his residence.

C. For the purposes of subsection (B), a person shall be deemed to be in the business of selling or renting dwellings if:

1. They have, within the preceding twelve (12) months, participated as principal in three or more transactions involving the sale or rental of any dwelling or any interest therein, or
2. They have, within the preceding twelve (12) months, participated as agent, other than in the sale of his own personal residence, in providing sales or rental facilities or services in two or more transactions involving the sale or rental of any dwelling or any interest therein, or
3. They are the owner of any dwelling unit designed or intended for occupancy by, or occupied by, five (5) or more families.

Section 4 *Discrimination in the Sale or Rental of Housing*

As made applicable by Section 3 and except as exempted by Section 3(B) and 9, it shall be unlawful:

- A. To refuse to sell or rent after the making of a bona fide offer, or to refuse to negotiate for the sale or rental of, or otherwise make unavailable or deny, a dwelling to any person because of race, color, religion, sex, handicap, familial status or national origin.
- B. To discriminate against any person in the terms, conditions, or privileges of sale or rental of a dwelling or in the provision of services or facilities in connection therewith, because of race, color, religion, sex, handicap, familial status or national origin.
- C. To make, print, or publish, or cause to be made, printed, or published any notice, statement or advertisement, with respect to the sale or rental of a dwelling that indicates any preference, limitation, or discrimination based on race, color, religion, sex, handicap, familial status or national origin, or an intention to make any such preference, limitation or discrimination.
- D. To represent to any person because of race, color, religion, sex, handicap, familial status or national origin that any dwelling is not available for inspection, sale or rental when such dwelling is in fact so available.
- E. For profit, to induce or attempt to induce any person to sell or rent any dwelling by representations regarding the entry or perspective entry into the neighborhood of a person or persons of a particular race, color, religion, sex, handicap, familial status or national origin.
- F. To discriminate in the sale or rental, or to otherwise make unavailable or deny, a dwelling to any buyer or renter because of a handicap of:
 - 1. that buyer or renter;
 - 2. a person residing in or intending to reside in that dwelling after it is so sold, rented, or made available; or
 - 3. any person associated with that person.
- G. To discriminate against any person in the terms, conditions, or privileges of sale or rental of a dwelling, or in the provision of services or facilities in connection with such dwelling, because of a handicap of:
 - 1. that person; or

2. a person residing in or intending to reside in that dwelling after it is so sold, rented, or made available; or
3. any person associated with that person.

H. For purposes of this subsection, discrimination includes:

1. a refusal to permit, at the expense of the handicapped person, reasonable modifications of existing premises occupied or to be occupied by such person if such modifications may be necessary to afford such person full enjoyment of the premises except that, in the case of a rental, the landlord may where it is reasonable to do so condition permission for a modification on the renter agreeing to restore the interior of the premises to the condition that existed before the modifications, reasonable wear and tear excepted;
2. a refusal to make reasonable accommodations in rules, policies, practices, or services when such accommodations may be necessary to afford such person equal opportunity to use and enjoy a dwelling; or
3. in connection with the design and construction of covered multi-family dwellings for first occupancy after the date that is 30 months after September 13, 1998, a failure to design and construct those dwellings in such a manner that;
 - a. the public use and common use portions of such dwellings are readily accessible to and usable by handicapped persons;
 - b. all the doors designed to allow passage into and within all premises within such dwellings are sufficiently wide to allow passage by handicapped persons in wheelchairs; and
 - c. all premises within such dwellings contain the following features of adaptive design:
 - i. an accessible route into and through the dwelling;
 - ii. light, switches, electrical outlets , thermostats, and other environmental controls in accessible locations;
 - iii. reinforcements in bathrooms such that an individual in a wheelchair can maneuver about the space.

Compliance with the appropriate requirement Americans with Disabilities Act of 1990 and of the American National Standard for Buildings and Facilities providing accessibility an usability for physically handicapped people (commonly cited as "ANSI A117.1") suffices to satisfy the requirements of paragraph (3) (C)(iii).

Nothing in this subsection requires that a dwelling be made available to an individual

whose tenancy would constitute a direct threat to the health or safety of other individuals or whose tenancy would result in substantial physical damage to the property of others.

Section 5 *Discrimination in Residential Real Estate-Related Transactions*

- A. It shall be unlawful for any person or other entity whose business includes engaging in residential real estate-related transactions to discriminate against any person in making available such a transaction, or in the terms or conditions of such a transaction, because of race, color, religion, sex, handicap, familial status, or national origin.
- B. As used in this section, the term residential real estate-related transaction means any of the following:
 - 1. The making or purchasing of loans or providing other financial assistance:
 - i. for purchasing, constructing, improving, repairing, or maintaining a dwelling; or
 - ii. secured by residential real estate.
 - 2. The selling, brokering, or appraising of residential real property.
- C. Nothing in this Ordinance prohibits a person engaged in the business of furnishing appraisals of real property to take into consideration factors other than race, color, religion, national origin, sex, handicap, or familial status.

Section 6 *Discrimination in the Provision of Brokerage Service*

It shall be unlawful to deny any person access to or membership or participation in any multiple-listing service, real estate brokers' organization or other service, organization, or facility relating to the business of selling or renting dwellings, or to discriminate against him in the terms or conditions of such access, membership, or participation, on account of race, color, religion, sex, handicap, familial status or national origin.

Section 7 *Interference, Coercion, or Intimidation*

It shall be unlawful to coerce, intimidate, threaten, or interfere with any person in the exercise or enjoyment of, or on account of his having exercised or enjoyed, or on account of his having aided or encouraged any other person in the exercise or enjoyment of, any right granted or protected by sections 3, 4, 5 or 6 of this Ordinance.

Section 8 *Prevention of Intimidation in Fair Housing Cases*

Whoever, whether or not acting under code or law, by force or threat of force willfully injures, intimidates or interferes with, or attempt to injure, intimidate or interfere with:

- A. any person because of his race, color, religion, sex, handicap, familial status, or national origin and because he is or has been selling, purchasing, renting, financing, occupying, or contracting or negotiating for the sale, purchase, rental, financing or

occupation of any dwelling, or applying for or participating in any service, organization, or facility relating to the business of selling or renting dwellings; or

B. any person because he is or has been, or in order to intimidate such person or any other person or any class of persons from:

1. participating, without discrimination on account of race, color, religion, sex, handicap, familial status, or national origin, in any of the activities, services, organizations or facilities described in subsection (A); or
2. affording another person or class of persons opportunity or protection so to participate; or

C. any citizen because he is or has been, or in order to discourage such citizen or any other citizen from lawfully aiding or encouraging other persons to participate, without discrimination on account of race, color, religion, sex, handicap, familial status, or national origin, in any of the activities, services, organizations or facilities described in subsection (A), or participating lawfully in speech or peaceful assembly opposing any denial of the opportunity to participate shall be fined according to local, state and federal law; and if bodily injury results shall be fined not more than \$10,000 or imprisoned not more than ten years, or both; and if death results shall be subject to imprisonment for any term of years or for life.

Section 9 Equal Access to Housing in HUD Programs

Pursuant to 24 CFR Part 5.403 and 24 CFR Part 574.3 the definition of "family" is revised to include families regardless of the actual or perceived sexual orientation, gender identity, or marital status of its members.

Section 10 Exemptions

- A. Exemptions defined or set forth under Title 22-9.5-3 et. seq. of Indiana Code shall be exempt from the provisions of this Ordinance to include those activities or organizations set forth under subsections (B) and (C) of this Section.
- B. Nothing in this Ordinance shall prohibit a religious organization, association, or society, or any nonprofit institution or organization operated, supervised or controlled by or in conjunction with a religious organization, association, or society, from limiting the sale, rental or occupancy of dwellings which it owns or operates for other than a commercial purpose to persons of the same religion, or from giving preference to such persons, unless membership in such religion is restricted on account of race, color or national origin. Nor shall anything in this Ordinance prohibit a private club not in fact open to the public, which as an incident to its primary purpose or purposes provides lodgings which it owns or operates for other than a commercial purpose, from limiting the rental or occupancy of such lodging to its members or from giving preference to its members.

C. Nothing in this Ordinance regarding familial status shall apply with respect to housing for older persons. As used in this Section, 'housing for older persons' means housing:

1. provided under any state or federal program that the Secretary of the Federal Department of Housing and Urban Development or the state civil rights commission determines is specifically designed and operated to assist elderly person (as defined in the state or federal program) or;
2. intended for, and solely occupied by, person 62 years of age or older; or
3. intended and operated for occupancy by at least one person 55 years of age or older per unit.

Section 11 Administrative Enforcement of Ordinance

- A. The authority and responsibility for properly administering this Ordinance and referral of complaints hereunder to the Commissioner as set forth in subsection (B) hereof shall be vested in the Chief Elected Official of the County of Franklin, Indiana.
- B. Notwithstanding the provisions of I.C. 22-9.5-4-8, the County of Franklin, Indiana, because of lack of financial and other resources necessary to fully administer enforcement proceedings and possible civil actions under the Ordinance, herein elects to refer all formal complaints of violation of the articles of this Ordinance by complainants to the Indiana Civil Rights Commission for administrative enforcement actions pursuant to Title 22-9.5-6 of Indiana Code and the Chief Elected Official of the County of Franklin, Indiana, shall refer all said complaints to the Commission as provided for under subsection (A) of this Section to said Commission for purposes of investigation, resolution and appropriate relief as provided for under Title 22-9.5-6 of Indiana Code.
- C. All executive departments and agencies of the County of Franklin, Indiana shall administer their departments, programs and activities relating to housing and urban development in a manner affirmatively to further the purposes of this Ordinance and shall cooperate with the Chief Elected Official and the Commission to further such purposes.
- D. The Chief Elected Official of the County of Franklin , Indiana, or the Chief Elected Official's designee, shall provide information on remedies available to any aggrieved person or complainant requesting such information.

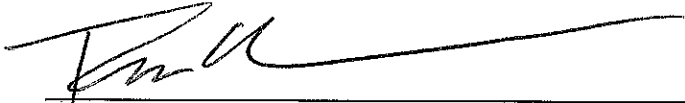
Section 12 Severability of Provisions

If any provision of this Ordinance or the application thereof to any person or circumstances shall be determined to be invalid, the remainder of the Ordinance and the application of its provisions to other persons not similarly situated or to other circumstances shall not be

affected thereby.

Certification of Adoption

It is hereby certified that this Ordinance Number 2017-08 was passed by the County Commissioners of the County of Franklin, Indiana, at its legally convened meeting on April 4, 2017.



Signature, Chief Elected Official

Tom Wilson, Commissioner
Name and Title, Chief Elected Official

4-4-17
Date

Karla J. Bauman
Attest By Auditor

FILED

MAY 2 2017

Ordinance 2017-09

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05/02/2017 02:38:59P 2 PGS
CONSTANCE BISCHOFF
FRANKLIN County Recorder IN
Recorded as Presented



Thomas J. Bowman
AN ORINANCE ESTABLISHING A TAX LIST FEE AND FURTHER ESTABLISHING A COUNTY
TREASURER NON-REVERTING FUND FOR THE DEPOSIT OF SUCH FEES, TOGETHER WITH
FRANKLIN COUNTY AUDITOR
EXCESS TAX SALE FEES

2017-09(a)

WHEREAS, this Board of Commissioners of Franklin County, Indiana (this "Board") is the executive body of Franklin County government pursuant to the provision of IC 36-1-2-9; and,

WHEREAS, this Board is also the legislative body of Franklin County Government pursuant to the provisions of IC 36-1-2-9; and,

WHEREAS, pursuant to the Home Rule provisions of IC 36-1-3, *et seq.*, this Board has authority to exercise all the power needed for the effective operation of government as to local affairs, subject only to the limitations contained within such statutes; and,

WHEREAS, this Board has identified the need to establish a fee for the purchase of a complete tax list from the Office of the Franklin County Treasurer (the "Treasurer"); and,

WHEREAS, this Board has previously established a fee of thirty dollars (\$30.00) to be assessed against each parcel of real estate certified for sale at a Franklin County tax sale (the "Tax Sale Fees"); and,

WHEREAS, this Board has identified the need to establish a non-reverting fund into which the proceeds from the sales of such complete tax list and the net fees remaining from any Franklin County tax sales are to be deposited for the use and benefit of the Treasurer in order to maintain the efficient and effective operation of the Treasurer's office.

NOW, THEREFORE, BE IT ORDAINED by this Board of Franklin County Commissioners as follows:

1. Establishment of Fee for Complete Tax List. A fee of five hundred dollars (\$500.00) shall be charged by the Treasurer to any person or entity requesting a complete electronic copy of the Franklin County tax list.
2. Establishment of Fee for Delinquent Tax List. A fee of two hundred dollars (\$200.00) shall be charged by the Treasurer to any person or entity requesting a complete electronic copy of the Franklin County delinquent tax list.
3. Establishment of Treasurer Non-Reverting Fund (4954). The Franklin County Treasurer Non-Reverting Fund (the "Treasurer Fund") is hereby established as a non-reverting fund to be administered and maintained by the Franklin County Auditor.
4. Deposit into the Fund. All funds received by the Treasurer from the sale of complete tax list established under Section 1 above, together with all net proceeds of the Tax Sale

Audit

Fees following payment of all publication, certified mail notice and other administrative costs related to any tax sale subsequently conducted in Franklin County, shall be deposited into the Treasurer Fund.

5. Purposes of Permitted Expenditures for the Treasurer Fund. The Treasurer shall be entitled to make expenditures from the Treasurer Fund for the following purposes:
 - a. For operating expenses, including supplies, the payment of salaries to full-time or part-time deputies or administrative personnel in the Treasurer's office; and,
 - b. For such other expenses pertaining to the operation of the Treasurer's office, or for the provision of professional services benefiting the Treasurer's office, as the Treasurer may determine to be appropriate and necessary for the efficient operation of the Treasurer's office in his/her sole discretion.
6. No county warrants are authorized to be issued for expenditures from the Treasurer Fund for payment of any monies except upon approval of a claim by the Treasurer and in accordance with the terms of this Ordinance.
7. The Treasurer Fund shall be perpetual unless and until terminated by subsequent ordinance enacted by this Board.
8. The Franklin County Auditor is hereby directed to maintain and manage accurate accounting information regarding the receipts, expenditures, and balances of the Treasurer Fund.
9. This Ordinance shall be in full force and effect upon its passage and promulgation as evidenced by the affirmative signatures of the undersigned as the majority of the duly elected and serving members of this Board.

So Ordained this 2nd day of May, 2017

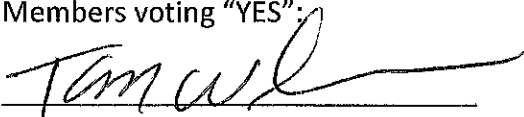
Members voting "NO":

Tom Wilson, President

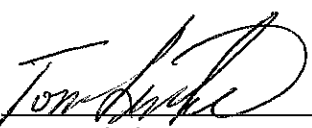
Tom Linkel, Commissioner

Eric Roberts, Commissioner

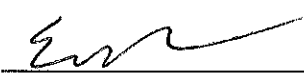
Members voting "YES":



Tom Wilson, President



Tom Linkel, Commissioner



Eric Roberts, Commissioner

Attested By:



Karla Bauman, Franklin County Auditor

Karla Bauman, Franklin County Auditor

FILED

Franklin County Drug Free Workplace Ordinance

APR - 4 2017

2017-09(b)

Karla J. Bauman
FRANKLIN COUNTY AUDITOR

GENERAL ORDINANCE # 2017-09

Section 1 Overview

WHEREAS, the County of Franklin, Indiana makes a commitment to provide employees a safe working environment, to ensure that employees, equipment and operating practices comply with health and safety standards, and to maintain public confidence in the County and its employees. Since the County of Franklin values each employee, the County offers employees assistance in dealing with alcohol and drug abuse problems.

Section 2 Policy

WHEREAS, the County of Franklin requires all employees to report for work in a condition that allows them to perform their duties in a safe and efficient manner. Employees will not be permitted to work under the influence of alcohol or with prohibited drugs in their systems thereby affecting job performance.

Violation of any provision of this Ordinance will be considered just cause for disciplinary action up to and including discharge, even for a first offense. In addition, refusal to adhere to any part of the policy may be considered an act of insubordination and also may lead to disciplinary action up to and including discharge.

This Ordinance and related procedures may be modified by the County at any time in order to comply with any applicable federal, state or local laws or to better serve the needs of the County.

Section 3 Prohibited Drugs

Prohibited drugs are defined as illegal substances, including controlled substances as defined in the Controlled Substance Act (21 U.S.C. 8120 and the Code of Federal Regulations (21 C.F.R. 1308.11-1308.15) and prescription controlled substance which have not been prescribed by a licensed physician or dentist for specific treatment purposes for the employee. Abuse of prescription or over-the-counter drugs will also be treated as a substance abuse problem under this Ordinance.

This Ordinance prohibits the illegal use, sale, transfer, distribution, possession, or unlawful manufacture of narcotics, drugs, or other controlled substances while on the job or on County premises (including vehicles used for County business). These include but are not limited to marijuana, cocaine, crack, PCP, heroin, LSD, amphetamines, hallucinogens, and barbiturates. Any illegal substances found on such premises will be turned over to the state police and may lead to criminal prosecution.

Section 4 Alcohol

The use of alcohol on the job or on County premises is prohibited, unless such use is non-

Ad 4-09

abusive and is part of an authorized official event held off County premises. The use of alcohol in vehicles used for County business is strictly prohibited.

Alcohol possession applies to all open or unsealed alcoholic beverage containers. Such containers are not allowed on the job or on County premises, unless their possession is part of an authorized official event. Possession of such containers in vehicles used for County business is never authorized.

Section 5 Reporting Violations

Employees must as a condition of employment, abide by the terms of this Ordinance and report any conviction to the County under a criminal drug statute for violations occurring on or off County premises when conducting County business. Report of a conviction must be made to the County within five (5) business days after the conviction. The County will then notify the appropriate contracting officer within ten (10) days after receiving notice from either the employee or from another source. (These requirements are mandated by the Drug-Free Workplace Act of 1988.)

An employee who is involved with off the job illegal drug activity may be considered in violation of this Ordinance. In determining whether disciplinary action will be imposed for this activity, the County will consider the circumstance of each incident, including but not limited to any adverse effect the employee's actions may have on its customers, other employees, the public, or the County's reputation and image.

Any questions regarding the reporting of violations should be directed to the Auditor.

Section 6 Employee Rehabilitation

Health maintenance is primarily a personal responsibility and it is the individual's responsibility to correct unsatisfactory job performance or behavioral problems caused by alcohol or drug abuse. In an effort to assist employees, the County will provide various means for employees and their family members to remain aware of the dangers of substance abuse in the workplace and to overcome drug and alcohol related problems.

Employees with a personal, alcohol or drug related problem are encouraged to volunteer to participate in a approved rehabilitation program upon referral from the Employee and Family Assistance Program, before work performance becomes affected.

Participation in a rehabilitation program will not be considered a barrier to employment nor a cause for disciplinary action. Employees will not be disciplined merely because of participation in a rehabilitation program or excused from the disciplinary consequences of conduct which is in violation of this Ordinance or any other County policies or job requirements.

Any employee identified through a County investigation as having a substance abuse problem also may not avoid disciplinary action by requesting to participate in an approved rehabilitation program.

Circumstances in each case will be evaluated to determine the course of action to be taken (i.e., whether the employee will be offered the opportunity to participate in a rehabilitation

program and/or will be subject to discipline.)

Section 7 Testing

The County of Franklin, Indiana will not ask employees to submit to random alcohol or drug tests.

Alcohol or drug tests may be required for employees in the following circumstances:

- 1 When unsatisfactory job performance or other employee behavior is reasonably indicative of substance abuse.
- 2 During and after participation in a drug or alcohol rehabilitation program for a reasonable period of time as determined by the County.
- 3 When required by law.

If a supervisor identifies an employee with a behavior pattern and/or job performance reasonably indicative of substance abuse, the supervisor (with the concurrence of the next level of supervision) may recommend that the employee have a fitness for duty examination by a physician designated by the County. The physician will determine whether a fitness for duty examination is necessary and whether alcohol or drug tests will be required.

Pre-employment drug testing is part of the pre-employment physical. The method of testing will be determined by the County. Applicants who test positive for prohibited drugs in their systems will not be offered employment. Any questions regarding reapplication opportunities should be directed to the Auditor.

Certification of Adoption

It is hereby certified that this Ordinance Number 2017-09 was passed by the County Commissioners of the County of Franklin, Indiana, at its legally convened meeting of April 4, 2017.

Tom Wilson
Name, Title (Chief Elected Official)

[Signature]
Signature

Attested By:

Karla J. Bauman, Auditor
Name, Title

[Signature]
Signature

Date 4-4-17